Your ONA Bargaining Team met with PHHH Management Wednesday for our third bargaining session. Thanks to those who dropped into our bargaining caucus update for support, feedback, and good questions. Join again during our next session on Monday December 12, 3-3:30 p.m. or catch an update the next morning, December 13 at 7:30-8 a.m. using this link for both.

Our session focused on two emergent issues since our last meeting: the scheduling of 2023 weekend work for Home Health skilled nurses and management’s plan to require the use of the Rover app for electronic visit verification.

Agreement on 2023 Weekend Work for Home Health Skilled Nurses

We reached an agreement with management on the scheduling of weekend work for Home Health Skilled RNs for 2023. Importantly, we have not proposed this as the permanent process—just a stop-gap solution to provide as much clarity, stability, and equity for 2023 as possible. Our agreement establishes the following process:

- **Sign-up for January-February no later than December 10, 2022:** Home Health Skilled RNs must sign-up for two shifts (either one full weekend or two shifts in separate weekends) for period of January-February 2022. Nurses who do not sign up for the required shifts will have the required number of shifts assigned to them by December 15, 2022.

- **Sign-up for March-June between December 12, 2022 and January 10, 2023:** Home Health Skilled RNs must sign-up for two shifts (either one full weekend or two shifts in separate weekends) for March-April and two shifts (either one full weekend or two shifts in separate weekends) for May-June. Nurses who do not sign up for the required shifts will have the required number of shifts assigned to them by January 15, 2022.

- **Sign-up for July-December between April 1-April 10, 2023:** Home Health Skilled RNs must sign-up for two shifts (either one full weekend or two shifts in separate weekends) for each of the following two-month periods: July-August, September-October, November-December. Nurses who do not sign up for the required shifts will have the required number of shifts assigned to them by April 15, 2023. Management must communicate this sign up period to nurses between March 10-March 20, 2023.

- **Per Diem Nurses:** The contractual requirement of two weekend shifts per month continues. Importantly, our agreement protects against the assignment of additional weekend shifts. Management will no longer assign additional shifts in order of reverse seniority. Instead, these shifts will be offered to per diem nurses and volunteers, and then offered as incentive shifts.

If you already signed up for shifts following management’s November 28 email, the following will apply:

- Management will remove sign-ups that extend beyond April 30, 2023 to provide equal opportunity for sign-ups for later periods. We want to avoid early responders claiming more favorable weekends.

- Management will reach out to nurses who signed up for more than the required number of shifts for the period of January-April and ask them to remove these additional sign-ups. **If you’ve already signed up for weekends, you may want to check back and see if this opens up more favorable weekends for sign-up.**
Since management moved away from the established practice around weekend scheduling, nurses have dealt with a tremendous amount of confusion and frustration around weekend work. While the process outlined above is far from ideal, it is our belief that it offers the best solution under the tight timeframe we are working with. **We look forward to implementing a further improved process for 2024 and beyond.** We ask that you **complete our short survey around your preferences** to inform that work.

**Electronic Visit Verification and Rover Application**

Management recently informed ONA of their intention to require use of the Rover application. They claimed that this was motivated by a need to comply with Medicaid requirements for Electronic Visit Verification (EVV). After submission of an information request, demand to bargain, and grievance, we were able to begin negotiations around this proposed requirement in Wednesday’s session. **Management clarified that their intention is to require the use of Rover for ALL Home Health and Hospice nurses for all visits.** The EVV requirement is for Home Health only—not Hospice—and only applies to visits to Medicaid patients who do not reside in congregate residential facilities with access to 24-hour services. These patients represent a very small minority of all patients. Given that ONA was misled about the ability of Rover to track location—and then about the fact of Rover tracking the location of some nurses—we are very concerned that management is using the EVV requirement as a convenient excuse to move a larger agenda. This concern is heightened by the fact that management informed us that they intend to implement the requirement to use Rover as of January 1, 2023 even though Oregon is seeking and likely to receive approval for delayed implementation of the EVV requirement. We **made a proposal that would limit the Rover requirement to those visits that require EVV.** We will continue negotiation on this topic at our December 12 session. We will also be pursuing our grievance as this process for implementation violates existing language in our contract.

**Help us win a strong contract by joining the Contract Action Team (CAT)! Reach out to your ONA Chair Jamie Aguilar or CAT Coordinator Maria Opie to get involved!**

In Unity,

Your ONA-PHHH Bargaining Team  
Jamie Aguilar (Chair, Home Health Access)  
Sharon Barbosa (Vice Chair, Home Health Yamhill)  
Pamela Bacon (Grievance Chair, Home Health MHRN West)  
Lori Curtis (PNCC Chair, Hospice West)  
David Neves (Membership Chair, Home Health Access)  
Michael Port (Treasurer, Hospice)  
Linda Sheffield (Secretary, Home Health Liaison)  
Ashley Bromley (ONA Labor Representative)

If you have any questions, please contact your ONA labor representative, Ashley Bromley, at Bromley@OregonRN.org.